REQUEST FOR EXPRESSIONS OF INTEREST (REOI)

(CONSULTING SERVICES – INDIVIDUAL CONSULTANT)

Location of Post: Banjul, The Gambia
Project: The Gambia Electricity System Rehabilitation and Expansion Project (GESREP)
Sector: POWER
Project ID No.: P-GM-FA0-004
Purpose of Post: Development of an Environmental and Social Management System (ESMS) for the National Water and Electricity Company (NAWEC).
Reference: GESREP/CS/ESMS/2026/01

The Government of The Gambia has received financing from the African Development Bank (AfDB) toward the cost of the Gambia Electricity System Rehabilitation and Expansion Project (GESREP) and intends to apply part of the proceeds for consulting services for the development of an Environmental and Social Management System (ESMS) for the National Water and Electricity Company (NAWEC).

Objective of the Assignment
The objective of this consultancy is to support the National Water and Electricity Company Limited (NAWEC) in developing and institutionalizing a comprehensive, practical, and proportionate Environmental and Social Management System (ESMS). The ESMS will provide the policies, procedures, institutional arrangements, operational tools, and monitoring mechanisms needed to identify, assess, manage, monitor, and report environmental and social risks and impacts associated with NAWEC's operations and investment projects.

The ESMS shall be aligned, as applicable, with:

- The African Development Bank Integrated Safeguards System (ISS);
- The World Bank Environmental and Social Framework (ESF);
- National legal and regulatory requirements of The Gambia;
- International Good Industry Practice (GIIP); and
- Relevant E&S management practices for the water and electricity utility sectors
- IFC Performance Standards

The ESMS shall strengthen NAWEC's capacity to identify, assess, manage, monitor and report environmental and social risks and impacts associated with its operations and investment projects.

Scope of Services
The Consultant shall undertake, but not be limited to, the following tasks:

- Review relevant national environmental, social, labor, health and safety legislation and regulatory frameworks;

- Assess existing environmental and social management procedures within NAWEC;
- Conduct a gap analysis of NAWEC's existing environmental and social management systems against applicable national requirements, AfDB ISS requirements, World Bank ESF, and international good practice.
- Conduct an institutional capacity assessment and performance review;
- Develop a comprehensive ESMS including policies and an operational manual
- Develop E&S risk screening criteria and risk categorization methodology, due diligence, and approval procedures for projects and operational activities.
- Develop operational E&S procedures and management plans covering but not limited to occupational health and safety, labor and working conditions, community health and safety, stakeholder engagement, grievance management, contractor management, resettlement, incident reporting and environmental management.
- Develop emergency preparedness, response, and incident management procedures, including reporting and corrective action protocols.
- Define institutional arrangements, identify approving authority for the ESMS, reporting lines, responsibilities, accountability mechanisms, and oversight structures for ESMS implementation, arrangements for periodic ESMS review and updating.
- Establish monitoring and reporting systems (internal monitoring, compliance verification, auditing, management review, corrective action tracking, and continual improvement mechanisms) as well as editable versions of various tools and registers (screening forms, risk registers, incident forms, corrective action trackers, grievance registers, audit checklist, reporting templates, stakeholder engagement templates).
- Prepare a detailed and phased ESMS implementation roadmap, including budget estimates, staffing requirements, timelines, performance indicators, and prioritization of actions;
- Design and deliver ESMS capacity-building training for NAWEC staff; and
- Produce all required reports and final ESMS documentation (Inception report, Legal and Institutional Review report, Gap assessment report, Stakeholder consultation report, Draft ESMS manual, capacity building package, Final ESMS package and ESMS implementation plan.

The estimated aggregate level of effort is approximately **90 expert-days** in accordance with the consultant's methodology and work plan.

Qualification/Experience Requirements

Interested Individual Consultants should possess the following minimum qualifications and experience:

- Master's degree or higher in Environmental Management, Environmental Sciences, Environmental Engineering, Sustainability, Social Sciences, Occupational Health and Safety, Natural Resource Management, or a related field
- At least ten (10) years of experience in environmental and social risk management; sustainability, ESG, and ESMS development.
- Successful completion of at least three (3) similar assignments within the last ten (10) years involving the development or substantial strengthening of an ESMS, E&S due diligence system, ESG framework, or institutional E&S management system;
- Demonstrated experience in the utility, energy, water or infrastructure sectors;

- Demonstrated expertise and working knowledge of AfDB ISS, IFC Performance Standards and/or World Bank ESF; or comparable international safeguards frameworks;
- Experience in Sub-Saharan Africa, with relevant experience in West Africa and the utility sector (energy, water or related infrastructure) considered an advantage;
- Demonstrated experience in conducting stakeholder consultations, institutional assessments, and capacity-building programs related to environmental and social management.
- Demonstrated capacity to develop practical E&S procedures, screening and categorization tools, monitoring systems, reporting templates and operational manuals.

Interested individual consultants must provide evidence of their qualifications and experience relevant to the assignment to comply with the above qualification and experience requirements including:

i. Experience conducting institutional capacity assessments, stakeholder engagement processes, and environmental and social training programs;

iii. Experience working in Sub-Saharan Africa, preferably in the energy, water, utility, or infrastructure sectors will be considered a strong advantage

iiii. Availability of the required expertise and capacity to undertake the assignment within the specified timeframe.

Minimum supporting documents to be submitted with the Expression of Interest are:
Interested Individual Consultants shall submit:

- A detailed Curriculum Vitae (CV).
- Cover letter expressing interest in the assignment.
- Copies of relevant academic and professional certificates.
- Evidence of experience in similar assignments, including descriptions of assignments undertaken and references.
- Contact details of at least three professional referees.

The Consultant will be selected in accordance with the Individual Consultant Selection (ICS) method set out in the African Development Bank ***""Procurement Policy and Methodology for Bank Funded Operations, October 2015"***, which is available on the Bank's website at http://www.afdb.org.

Interested consultants may obtain further information at the address/email below during office hours Monday to Friday 9:00am to 4:00 pm Gambia Time.

Expressions of interest including relevant supporting documents must be \ submitted in pdf format via email to the address below by **November 27th, 2026, not later than 4:00 p.m.** (Gambia time) and must be specifically marked: ***Consultancy- Development of an Environmental and Social Management System (ESMS)***

Addressed to:

Attention: Mrs. Haddy Njie - Project Coordinator
Address: National Water & Electricity Company Limited
Project Implementation Unit
Emporium III Building, Fajara
114 Kairaba Avenue
The Gambia
Tel: +220 3664125 / 7009342
Electronic mail address: hnjie@nawec.gm, asallah@nawec.gm

The detailed Terms of Reference (TOR) for the assignment can be found at the following web site: www.nawec.gm or by sending an email to hnjie@nawec.gm or asallah@nawec.gm